

17th Annual Equity in the Classroom Conference

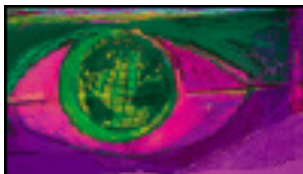


REFOCUSING OUR EYES ON THE PRIZE

MARCH 25 - 27, 2007

NORTHERN MICHIGAN UNIVERSITY
DON H. BOTTUM UNIVERSITY CENTER

hosted by Northern Michigan University | Marquette, Michigan



17th Annual Equity in the Classroom Conference | March 25 - 27, 2007
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Dear Conference Participants:

On behalf of the Department of Labor & Economic Growth, welcome to the 17th Annual Equity in the Classroom Conference. We appreciate the opportunity once again to co-sponsor the conference with our partners -- Michigan's 15 public and five private universities. Never before has our association been more important than it is today.

The theme of the conference, "Refocusing Our Eyes on the Prize," is particularly timely. With the passage of Proposal 2 and its elimination of some of the tools we have used to promote diversity and create equal opportunity in Michigan, we are challenged to refocus and find new ways to ensure parity in enrollment, retention and graduation for underrepresented minority students in higher education, and those who are academically and economically disadvantaged.



Governor Granholm's Executive Directive 2006-7, Promoting Diversity in Michigan, directs the Michigan Civil Rights Commission to investigate the impact of Proposal 2 and calls for the continued promotion of diversity, which is so vital for our state's educational and economic development. All affected state agencies must find appropriate new ways to ensure equity in higher education.

As Michigan faces an unprecedented economic transformation, we must take bold action to invest in all of our people and achieve equity and diversity on campuses across Michigan. Diversifying our student base and training our future workforce is just as important to our economic prosperity and ability to compete globally as diversifying our economy into new jobs.

I want to say a special thank you to our outstanding host, Dr. Leslie E. Wong, president of Northern Michigan University. I also want to extend a warm welcome to our distinguished speakers: José Gomez, J.D., professor of constitutional law and politics at Evergreen State University; Bryant Smith, faculty member at Clemson University and diversity consultant; and Dr. Carmen Tafolla, internationally acclaimed writer and educational consultant. And I would be remiss if I did not thank Robert Laird, former Undergraduate Admissions Director at the University of California-Berkeley, now retired, for his contribution as a member of the "California Truth Squad" during the Proposal 2 debates.

Thank you, participants in this important gathering, for your tireless efforts to improve higher education in Michigan. We value our unique partnership with you. We are all stakeholders in moving Michigan forward.

Enjoy the conference and all that the beautiful Northern Michigan University campus has to offer.

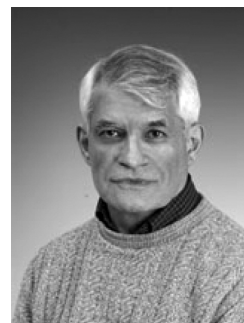
Sincerely,

Andy Levin, Deputy Director
Michigan Department of Labor & Economic Growth

FEATURED SPEAKERS

José Gomez, Professor of Constitutional Law and Politics, Evergreen State University

José Gomez received a Bachelor of Arts degree from the University of Wyoming in 1965 and his Juris Doctor degree from the Harvard Law School in 1981. He is in his tenth year as professor of constitutional law and politics at Evergreen State College, where he also served as an academic dean for eight years beginning in 1988. Before turning to an academic career, he worked for community-based organizations for 20 years, including service as executive director of La Raza Legal Center and the Human Rights Foundation, both in San Francisco. From 1970 to 1975, he worked with the United Farm Workers of America, initially as an organizer and boycott coordinator and then as executive assistant to César Chávez. José also served as a Peace Corps Volunteer in Brazil, a Fulbright Scholar in Nicaragua, a high school teacher in Costa Rica, and a community relations representative in the Office of Former Governor Jerry Brown.



Bryant Smith, Diversity Consultant

Bryant K. Smith currently serves as the Founder and President of Smith Consulting and Networking, a comprehensive training, development, and consulting firm. He is also the author of "Black Not Blind" a social commentary on race relations in the United States.

Bryant began his career in higher education more than eighteen years ago as an admissions counselor for his alma mater, Illinois State University. His passion and interest in student success led him to pursue his Master's in Organizational Communication and seek a position in Student Activities. Bryant has dedicated his entire professional career to teaching, training, and empowering people from diverse backgrounds and experiences on how to establish and maintain win/win environments and relationships.

Known as outspoken and dynamic, Mr. Smith is a highly sought after lecturer and facilitator. Bryant dares to follow his motto and tackle subject matter that may be "difficult but not impossible" to talk about.

Known for his ability to meet audiences where they are and take them to where they need to be, Bryant's programs always leave his audiences feeling empowered to face whatever challenges life may bring. Bryant believes he is doing his part to complete a cycle begun by his ancestors; "They were therefore I am. I am therefore we are. We are so that they will be." Delivering his messages of hope, inspiration, and social commentary are his way of passing the torch onto the next generation.



Robert Laird, Retired, Undergraduate Admissions Director, University Of California-Berkeley

Bob Laird worked in admissions and outreach at UC Berkeley for 22 years, serving as director of undergraduate admissions from 1993 until his retirement in 1999. He has been a frequent presenter at national admissions conferences, and he served on the Guidance and Admissions Assembly Council of the College Board from 1997-2000.

Since his retirement from Berkeley, he has been a consultant on higher education admissions policy and written extensively on admissions and equity issues. His work has appeared in *The Chronicle of Higher Education*, *National CrossTalk*, the *San Francisco Chronicle*, and the *Sacramento Bee*, among other places, and he is the author of *The Case for Affirmative Action in University Admissions*, published by Bay Tree Publishing. He lives in Berkeley with his wife Karen Rice and their two sons Sam and Casey.



Carmen Tafolla, Writer and Performance Artist

A native of the west-side barrios of San Antonio, Texas, Tafolla was told by her junior high principal that she had potential to make it all the way to high school. She did, then followed it with a B.A. in 1972, an M.A. in 1973, and a Ph.D. from the University of Texas, Austin, in 1982. In 1973, she became Director of the Mexican-American Studies Center at Texas Lutheran College where she initiated, among other projects, the El Premio Salinas Award to recognize students who have worked to promote human understanding and cultural harmony. Tafolla has held numerous faculty and administrative positions at universities throughout the Southwest, but left higher education in 1990 to pursue her writing full-time. Dr. Tafolla is an internationally acclaimed writer and educational consultant; a poet, author, and sought-after speaker and performer. She has performed her one-woman show to audiences throughout the United States, Europe, New Zealand, and other parts of the world to standing ovations. She has just completed a movie script co-authored with film-maker Sylvia Morales for a feature-length film, a comedy entitled REAL MEN... and other miracles.



WELCOMING RECEPTION & PERFORMANCE

MICHIGAN/ONTARIO ROOMS, 2103/2104

NMU is concurrently hosting the Upper Peninsula Indian Education Conference along with the Equity in the Classroom Conference, and Sunday evening we will share in their entertainment. Come see and hear Native Americans as they perform dances, songs, and poetry. Along with the entertainment, there will be food and beverages (cash bar) and plenty of opportunity to network with new and old friends and colleagues. We look forward to having you with us!

*All conference activities take place at the Don H. Bottum University Center on the campus of
Northern Michigan University in Marquette, Michigan*

March 25, Sunday

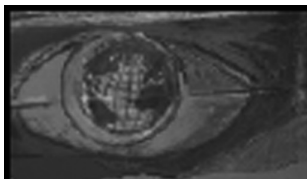
5:00–8:00 p.m.	REGISTRATION	2103/2104
7:00–9:00 p.m.	WELCOME and OPENING RECEPTION.....	2103/2104
	<i>Dr. Les Wong, President, Northern Michigan University</i>	
	<i>Mr. Rudy Redmond, Manager, KCP, Department of Labor & Economic Growth</i>	

March 26, Monday

8:00 a.m.–5:00 p.m.	REGISTRATION	2103/2104
8:00–9:00 a.m.	BREAKFAST	2103/2104
9:00–10:00 a.m.	WELCOME	2103/2104

Featured Speaker: José Gomez, Professor, Evergreen State University

10:30–12:00 p.m.	BREAKOUT SESSIONS I	
	A. Supporting Diversity by Building Local Partnerships	2106
	<i>Chris S. Anderson and Karla Korpela, Michigan Technological University</i>	
	To ensure the success of a diverse campus community, universities must use a variety of external resources to help build an inclusive, welcoming environment.	
	B. What Do First-Year College Students Think about Class and Race?	2107
	<i>Chris Benson, Madonna University</i>	
	How can we challenge their opinions and assumptions? Learn about a first-year program in which students explore their attitudes, perceptions, and biases.	
	C. Affirmative Action and Race in America.....	2309
	<i>Ruth Watry, Northern Michigan University</i>	
	Attendees will learn about affirmative action, as it is legally defined, and be familiarized about the current condition of African Americans in America.	
	D. Repositioning after Proposal 2: Affirming Access and Maintaining Opportunities for Transfer Students	2308
	<i>Eboni Zamani-Gallaher and Tamara Stevenson, Eastern Michigan University, and Ron Harkness, Community College Service Unit, Michigan Department of Labor & Economic Growth</i>	
	Among the issues addressed: disaggregating of election results by various voter demographics, discussing the ways in which Michigan's two and four year institutions can consider equity through creative means of continuing diversity initiatives. Additionally, we will highlight the parallels and disconnects of similar ballot measures and how other states have responded to legislation akin to Proposal 2.	



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- E. Extreme Reality.....2101
Stephanie Bogard, Peggy LaFleur, Betty Calloway, and Patty Hill, Student Financial Services Bureau, Department of the Treasury

Participants will have hands-on experience in conducting the Extreme Reality Program designed to give students real-life scenarios related to living on a budget based on career and educational choices.

- F. NMU ALLIES: Supporting the GLBT Community 2105
Chet DeFonso, Jaclyn Heitman, Lenny Shible, and John Covalesskie, Northern Michigan University

This panel will discuss the history and stress the importance of having an active ALLIES support group for the gay, lesbian, bisexual and transgendered community of faculty, staff, and students.

12:00 p.m. LUNCHEON.....2103/2104

Featured Speaker: Bryant Smith, Diversity Consultant

2:30–4:00 p.m. BREAKOUT SESSIONS II

- A. Creating a Collaborative Classroom Community..... 2106
Joe Lubig and Derek Anderson, Northern Michigan University

Participants will collaboratively engage in problem-solving initiatives which require the strengths of each individual to be used to benefit the common good of the whole.

- B. Incorporating Diversity into Any K-16 Classroom..... 2107
Shirley Brozzo and Leann Miller, Northern Michigan University

This uniquely interactive workshop will allow participants to diversify their teaching methods by incorporating activities that can easily be adapted to fit any classroom.

- C. Helping Students Learn in a Learner Centered Environment..... 2309
Terrence Doyle, Ferris State University

Moving to a learner centered approach to teaching demands helping students to change their learning practices to adjust to this new approach -- learn how.

- D. How to Achieve Equity in the Classroom..... 2308
Rodney Clarken, Northern Michigan University

Participants will learn how bias and injustice negatively affect teachers and learners, and how truth, love, and justice can create greater equity.

- E. Not Just Brown Bags Anymore: Experiences with a Diversity Buffet 2101
Phyllis Brenner, Marjorie Checkoway, Yvonne Valdés Miller, and Ozzie Rivera, Madonna University

This session will describe a six-year process of prioritizing diversity, first through monthly, informal brown bag discussions and finally to institutional-wide academically themed programs.

- F. All Children Left Behind: The Decline of Public Education..... 2105
William Kennedy, Michigan Technological University
 Nearly thirty years into the “standards movement,” we have little to show in terms of progress. If the goal is for all students to graduate with at least a two year degree, still 3/4 of our students will fail to achieve that goal. This session will explore causes of the present problem and explore entirely new opportunities.

4:15–5:30 p.m. Information Meeting and Reception for GEAR-UP/College Day Representatives..... 2105
Sheree Price and Patrick Melia, KCP Initiative

March 27, Tuesday

8:00–9:00 a.m. BREAKFAST2103/2104

9:00–10:00 a.m. Featured Speaker: Robert Laird, University of California-Berkeley

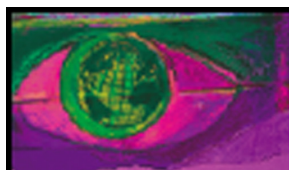
10:15–11:45 a.m. BREAKOUT SESSIONS III

- A. Challenging Stereotypes: Creating Dialogue about Stereotyping with Students..... 2106
Lori Sherman and Susan Liebau, Michigan Technological University
 This workshop-style session demonstrates techniques for discussing stereotypes in high school and college age classrooms. A variety of exercises are utilized to encourage dialogue and discussion breaking students out of their accustomed comfort zones.
- B. Research Guiding Effective Teaching about Diversity in Higher Education..... 2107
Mitchell Klett and Judith Puncochar, Northern Michigan University
 This interactive session summarizes current research-based teaching strategies and conceptual models for teaching about diversity in postsecondary classrooms. Learn how to teach using highly polarizing topics without marginalizing students. Leave this session with a summary of NMU’s innovative approach to diversity efforts and several research-based strategies for engaging postsecondary students in active and constructive learning about diversity.
- C. Voices from the Margin: Attending College with a Hidden Disability 2309
Kathleen Heikkila, Northern Michigan University
 Discover the legal, ethical, and educational challenges of teaching college students with invisible handicaps.
- D. Affirmative Action and Gender in America 2308
Ruth Watry, Northern Michigan University
 Attendees will learn about affirmative action, as it is legally defined, and be familiarized about the current condition of women and equality in America.
- E. Pass It On: Telling Our Stories, Sharing Our Truths 2105
Linda Holoman and Betty Jones, Delta College; Willie McKether, University of Toledo and Delta College; Leola Wilson, Saginaw Branch NAACP
 Based on the EYES ON THE PRIZE series, this presentation documents the civil rights struggle through oral histories of African Americans in three mid-Michigan cities.

12:00–1:30 p.m. LUNCHEON2103/2104

Featured Speaker: Carmen Tafolla, Writer and Performance Artist

1:30 p.m. CONFERENCE CONCLUDES



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CONFERENCE PURPOSE

This year marks the 17th annual conference focusing on achieving parity in enrollment, retention, and graduation for underrepresented minority students and academically and economically disadvantaged students in higher education. Previous conferences resulted in increased awareness, campus networks being established, identification of successful teaching methods specific to sciences and mathematics, and a growing base of support. The conference seeks to achieve full participation of groups traditionally underrepresented in Michigan's institutions of higher education.

SPONSORING INSTITUTIONS AND DELEGATION COORDINATORS

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